

Exhibit 1

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Attorneys at Law

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Thirty Park Avenue
Worcester, Massachusetts 01605
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Boston Number
(617) 720-2012

Timothy F. Murphy

July 25, 2003

VIA FACSIMILE AND U.S. MAIL

Suzanne Garrow, Esq.
Heisler, Feldman & McCormick, P.C.
1145 Main Street, Suite 508
Springfield, MA 01103

Re: Ember Russell
-and-
Longview Recreational Vehicles

Dear Attorney Garrow:

As you know, following your client's written allegation of sexual harassment on June 12, 2003, Longview promptly commenced an investigation into whether its policy forbidding sexual harassment had been violated.¹ I write to inform you of the findings and conclusion of the investigation of your client's allegations of sexual harassment.

As part of this investigation, we interviewed your client on July 9, 2003 at your office and in your presence, as requested. Thereafter we interviewed eight other individuals regarding your client's allegations. Those interviews were recently completed. After reviewing the information provided by all nine of the individuals interviewed², Longview has concluded that your client was not subjected to sexual harassment in violation of its sexual harassment policy.

Longview has a proven record of ensuring that its employees are not subjected to illegal discrimination or harassment. Where appropriate, Longview has taken

¹Longview's sexual harassment policy is modeled on the MCAD's sample policy and as such it incorporates the definitions and legal standards relating to sexual harassment as set forth in M.G.L. c. 151B.

²Your client does not allege, and we did not find, written or other tangible evidence relevant to her allegations.

EXCLUSIVE NORTH EAST REPRESENTATIVE OF
LABNET

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Skoler, Abbott & Presser, P.C.
Attorneys at Law

Suzanne Garrow, Esq.

-2-

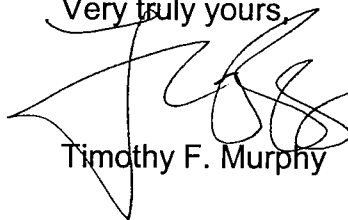
July 25, 2003

disciplinary action against employees who were guilty of illegal discrimination or harassment. While disciplinary action is not appropriate in this case, Longview intends to re-affirm its commitment to ensuring that its workplace is free of illegal discrimination and harassment by conducting mandatory sexual harassment training for all employees in the near future.

Please be assured that should your client return to work at Longview, Longview will closely monitor her work environment so that she is not subjected to illegal harassment or retaliation.

If you have any questions or concerns, please call me immediately.

Very truly yours,

A handwritten signature in black ink, appearing to read 'T. Murphy', is written over the typed name. The signature is stylized with a large, sweeping initial 'T' and a cursive 'M'.

Timothy F. Murphy

TFM:amm

Exhibit 2

Skoler, Abbott & Presser, P.C.
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Timothy F. Murphy*

*also admitted in Connecticut

August 21, 2003

ATTORNEY-CLIENT PRIVILEGED - CONFIDENTIAL

Denise Chartier, Comptroller
Long View RV SuperStores, Inc.
891 North King Street
Northampton, MA 01060

Re: Ember Russell

Dear Dee:

I write to summarize the investigation into the sexual harassment allegations of Ember Russell.

As you know, we completed the investigation of Ms. Russell's sexual harassment allegations on July 23, 2003 following interviews with nine individuals, including Russell. On July 24, 2003, we reviewed the information obtained during the investigation. I opined that no illegal sexual harassment had occurred and recommended that no disciplinary action be taken. I also recommended formal sexual harassment training of Longview employees and managers. After discussing these recommendations, you adopted them on behalf of Longview. The next day I wrote to Attorney Garrow and informed her of same.

Nevertheless, I write to summarize the interviews. This summary is based on the notes I took during each of these interviews.

Interview with Ember Russell

As you know, we interviewed Ms. Russell on July 9, 2003 in her attorney's presence and at her attorney's office. At the outset, her attorney informed us that she had filed a charge of sexual harassment and gender discrimination with the MCAD.

Ms. Russell was hired as a receptionist in February 2003. Her duties included answering the telephone, greeting customers and data entry. She also maintained the "up list." She reported to George Leduc, the General Manager, and to Debbie Day, the Sales Manager, in Leduc's absence. Russell described her relationship with Leduc as "so-so" and indicated that she got along "fairly well" with Day.

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2

Sales Manager, in Leduc's absence. Russell described her relationship with Leduc as "so-so" and indicated that she got along "fairly well" with Day.

Russell worked at the front desk situated at the end of a short entryway from the door to the sales department. A row of sales offices proceeded from her desk down a hall. Longview utilizes an "up system" whereby sales personnel rotate - according to a list - to the front desk to await the next customer. Russell kept the "up list" at the front desk and was responsible for ensuring that the "up system" functioned on a day-to-day basis.

Russell complained about jokes and remarks made to her and in her presence about herself, other women, and "racial" minorities (specifically Mexicans). She complained about six particular incidents, which I will characterize and set forth below in bold print, along with information obtained from witness interviews relevant to that particular complaint.

1. The "Bet"

Russell told us that shortly after she started work at Longview, a co-worker, Tom Hadley, told her that another co-worker, Josh Fraser, had made a bet of \$1,000.00 that he could "get" Russell. Russell understood that by "get", Fraser meant "sleep with." She was upset and offended by the "bet."

Russell confronted Fraser about what he said and told him that she was offended by it. Fraser did not deny making the bet or apologize to her. Instead he indicated he thought it was a private matter and he expressed anger that Hadley had told her about it. Russell then claims to have talked to Leduc about it because of Fraser's reaction. Leduc suggested to her that she not make a big deal about it. He also told her that he would take care of it but she does not know if Leduc ever spoke with Fraser about it. Russell also said that Hadley was referred to as a "tattle-tale" by Debbie Day.

George Leduc

When asked about this, Leduc denied any knowledge of the "bet" and denied any discussion with Russell or anyone else about it.

Josh Fraser

In response to my question about the "bet", Fraser suggested that while he felt that he could have slept with Russell if he wanted to - based on her behavior toward

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3

him - and may have indicated that to others, he did not make any bet about it. He conceded that Russell spoke to him about the "bet" but that she did not seem offended at all and, in fact, told him that she did not want him to worry that she was upset by it and that she did not want it to be an issue between them.

Theresa Houghton

She indicated that Russell and Hadley started the "bet" thing at Fraser's expense.

2. "Bitch" vs. "Bitchy" incident

In June 2003, days before she went on leave, Josh asked her why she was so "bitchy?" Present at the time were two new sales people, Matt and Brett, and Leduc. Russell denied being bitchy and took offense to being referred to as a bitch. Leduc joined in by explaining that there is a difference between being a bitch and being bitchy. Someone then suggested that she was "pms-ing."

Russell resented that her mood was up for discussion and was offended because it became a joke at her expense.

George Leduc

Leduc related that on that June day, Russell had been complaining about having a rotten day and Josh asked her "why are you so bitchy?". She replied, "are you calling me a 'bitch?'" Leduc, who had been walking down the hall, said to Russell that Fraser had not called her a bitch. Leduc then tried to explain the difference between "bitch" and "bitchy" in an unsuccessful effort to calm Russell down and de-escalate the situation. Leduc did try to explain that being referred to as bitchy is not as bad as being called a bitch.

Josh Fraser

Fraser basically corroborated the accounts of Russell and Leduc and added that Russell had been curt with him and others for some time and that had prompted him to ask her what was bothering her *i.e.*, "why so bitchy?"

Theresa Houghton

She indicated that Russell did mention to her that Fraser called her a "bitch" and that Leduc just explained that bitchy was different than bitch as opposed to telling

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4

Fraser he was wrong for what he did say. Houghton added that the two of them often joked with each other about being "bitchy."

3. "Russell"

Ms. Russell complained about a service technician named Russell who "followed her around like a puppy dog." She perceived Russell, who she described as "scruffy", to have a romantic interest in her. At times she had to tell Russell to leave the front desk and go back to work because she was "busy."

She complained to Leduc about it and Leduc thought it was funny. It soon became a big joke. Leduc told her that Russell was cute and that she should go out with him. Josh would tell Russell that she wanted to see him when she didn't. Frank Roberts told Russell that Ember is "in love or lust with you" even though he knew that Russell made her uncomfortable. This all just fueled the fire in Ms. Russell's view.

Russell

Russell indicated that during the day, he would go by Ms. Russell's desk to get keys for a unit, to see Leduc, or the like. He did not go out of his way to speak to her but he would occasionally stop to talk with her. Sometimes she would ask his weekend plans. He invited her to parties but she never went. He denied any romantic interest in her because she was "his daughter's age." He was unaware of any teasing going on relating to him and Ms. Russell. Although he did recall Frank Roberts saying to him as he passed by Ms. Russell that he should watch out for that girl (Ember Russell) because she's single and has got the "hots for him." In addition, she never complained to Russell that he made her uncomfortable or paid too much attention to her.

Frank Roberts

Roberts did remember seeing Russell at the front desk with Ms. Russell. On those occasions she would engage Russell in small talk. Ms. Russell told Roberts that Russell gave her "the creeps." Roberts told Ms. Russell to tell Russell to go away then and don't talk to him. As she always seemed to be talking to Russell, Roberts joked that she must love Russell since she was reluctant to tell him to leave. Russell was standing there when he said it. Ms. Russell laughed and said "yeah, right" -- or something like it. It didn't seem like a big deal as he was just joking around.

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5

Josh Fraser

Ms. Russell told Fraser that she thought Russell was gross. Fraser thought Russ "harmless" so he sometimes would call Russell over to Ms. Russell as a joke.

Theresa Houghton

Ms. Russell never complained to her that Russ made her feel uncomfortable. Russell spoke to her the same way that he did to Ms. Russell.

Houghton does recall being around when Russ was jokingly called over to talk with Ms. Russell.

George Leduc

Leduc "heard" that Russell had introduced himself to Ms. Russell and maybe asked her out. Ms. Russell never complained to him about Russell and Leduc did not tell Ms. Russell that Russell was cute or that she should go out with him on a date.

Jason Doyle

Ms. Russell never complained to him about Russell although he did complain to him about other things.

4. "Sean"

In March 2003, Ms. Russell was approached at a gas station after work by a man. She assumed the man to be a Longview customer because he knew Russell worked at Longview. The man "pumped her for personal information" which made her "uncomfortable." Russell later learned that the man was named Sean and that he had recently been hired as a service technician at Longview. Russell told others at work how the encounter with Sean made her feel.

According to Russell, Sean told a co-worker, Mindy, that he liked Russell, and Mindy teased Russell by saying, "I know someone who likes you." About two weeks later, Sean began to start coming up to Ms. Russell's desk. One time he didn't leave the desk although Leduc was there and he didn't get the hint from her that he should leave. Finally she told Sean that he had to leave. Russell was upset with Leduc over this and asked him, "why didn't you do something?" because she had given Leduc a "help me" look -- but he did nothing.

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6

In mid-March 2003, Sean gave his notice and Ms. Russell claims that Frank Roberts said to her that "I would have rented you out" to keep him. Ms. Russell was shocked and responded with "I can't believe you just said that." Roberts just replied: "Just Kidding".

Frank Roberts

Roberts said that Russell told him of her feelings toward Sean on the same day Sean gave his notice. Roberts asked Russell if she wanted him to do something but Russell responded that Roberts should say nothing to Sean as he was quitting anyway.

Roberts, who manages the Connecticut store, didn't know Sean before he met him for the first time that same morning.

George Leduc

Leduc heard her tell the gas station story and declare how Sean gave her the "creeps". Leduc did not know who Sean was at the time. Leduc recalls that one time he saw Sean at Russell's desk but that he didn't recognize Sean as an employee. Leduc asked "what's going on? and then Sean left .

Wayne Danko

Danko saw Sean chit-chatting once with Russell at her desk. To Danko it seemed innocent. Danko remembered Russell mentioning that she felt uncomfortable around Sean and that she didn't like him. He also heard Russell relate the gas station story.

Jason Doyle

Doyle remembers that Frank Roberts said to Russell jokingly (about Sean) words to the effect that: if I knew he liked you, I would have set you up. Doyle thought the remark inappropriate.

5. Racial/ethnic jokes

Russell told us that racial jokes were commonplace. She indicated that she asked her co-workers not to continue to make racial jokes but they persisted. Russell alleged that Debbie Day participated in racial jokes. Russell recounted

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7

one occasion in which Wayne & Debbie were discussing a long trip made when one said to the other that he/she had hit some Mexicans and the other laughed and replied, essentially, what good are they anyway. Russell could not recall any other specifics of Debbie's racial "remarks". She did indicate that the racial remarks often were made early in the morning before it was busy, but she also said that their remarks were often made in front of many people including customers. She provided no specifics.

George Leduc

Leduc could not recall overhearing any racial or ethnic jokes in the workplace. He conceded, however, that people tend to "scatter" when he approaches the front desk or conversations tend to come to an abrupt halt when he approaches.

Josh Fraser

Fraser indicated that there probably have been ethnic or racial jokes told in the workplace. He provided no further details. Fraser never heard Debbie Day make racial jokes/remarks.

Wayne Danko

Danko revealed that jokes are common and that they sometimes included profanity but he did not indicate that they were directed at any particular racial or ethnic group.

Jason Doyle

Doyle could not recall hearing any racial or ethnic jokes at work. He was hired in February 2003 - a few weeks before Ms. Russell.

Debbie Day

Contrary to Ms. Russell's allegations, Ms. Day told us that she is unaware of anyone making racial or ethnic jokes in the workplace.

6. Remarks of Josh & Wayne

Russell alleged that Josh and Wayne would sometimes make remarks about the physical appearance of female customers. She would overhear these

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8

remarks as they were speaking to each other. Frequently the remarks would relate to the size of the women or the size of their breasts. They also commented about how the women were dressed or that they would like to have sex with the woman. She estimated that these remarks would sometimes occur 5 or 6 times a day depending on how busy they were. She claims to have asked them to stop, almost daily, to no avail.

Russell also alleges that Josh and Wayne would discuss, within earshot of her, their sexual exploits after every weekend.

Russell contends that she told Leduc about it and while he agreed that such remarks were inappropriate, he recommended only that she tell them to leave the front desk. Russell told Leduc that she tried it but it didn't work and that they just ignored her because "I'm not the boss." Leduc told her that it was her responsibility to see that sales people not congregate at the front desk.

George Leduc

Leduc insists that Russell never complained about remarks Josh and Wayne made about women or about their sexual experiences.

Josh Fraser

Fraser admitted that once in a while he and Wayne talked about women but he believes it unlikely that Russell could have heard these conversations. He also denied any talk about his sexual conquests.

Wayne Danko

Danko admits that he occasionally remarked on the appearance of women but that these remarks were not sexual or demeaning.

Theresa Houghton

Houghton disclosed that she had heard comments about how fat customers were but never any comments that were sexually explicit.

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9

Jason Doyle

Doyle stated that sales staff sometimes made mention of physical appearances of customers. He also added that he had heard Russell and Houghton discuss how "hot" male customers and visitors were. He did not provide any further detail.

Miscellaneous

Russell made a point to tell us that she was reluctant to complain at first and that she is not hypersensitive. By March, however, she began to complain to Leduc about the various incidents set forth above. She believes that the more she complained the worse she was treated. As time passed, she felt she couldn't talk to Leduc. By May 2003, Russell realized that complaints to Leduc were ineffective. She told Debbie about Leduc's unresponsiveness but she didn't do anything about either problem with George.

As of early June 2003, Russell was feeling sick, frustrated, disgusted, upset, nervous, and stressed out because of her hostile work environment and she didn't think there was anyone else that she could talk to about it.

Russell indicated that some sort of disciplinary action should be taken against those responsible for her hostile work environment.

George Leduc

Leduc stressed that Russell never formally complained to him about feeling sexually harassed. When Russell started work he explained to her what salespeople are like, that she should only talk work with sales guys, and that she should not allow sales people to congregate at her desk.

In response to a complaint from you about Russell's low rider pants and low cut tops during her first month on the job, Leduc spoke to Russell. Russell was indignant that Leduc would attempt to tell her how to dress and she was very defensive. Russell then dressed more conservatively for a while but reverted back to her inappropriate dress.

Leduc issued a disciplinary warning to Russell -- a short time before she leveled her sexual harassment allegations -- over her requests for time off. Russell became emotionally upset when Leduc and Day met with her and issued the warning. Toward the end of the meeting Leduc asked Russell how everything else was going? She said

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10

fine. He asked her if she felt there were problems. Russell responded that there were no problems between the three of them but other employees were stressing her out.

Josh Fraser

Fraser found Russell to be forward and flirtatious with him and Jason Doyle. She frequently asked him for her "daily hug". She dressed provocatively and purposely showed her cleavage, showed him her belly button ring at least four or five times; suggested that they have sex in the "endeavor"; that he have her down to his house, and referred to him as "sweet and low".

Fraser conceded that he played along with her. He also admitted that Leduc told him and others to spend less time at the "up" desk. Fraser admitted that he did hang out there "more than I should have."

Wayne Danko

Danko said that Russell did dress provocatively at first and that she talked a lot about needing sex a lot and that her boyfriend was good in bed and that was why she liked him. She also complained that her boyfriend would not "go down on her", *i.e.*, perform oral sex on her.

Danko never noticed Russ "stalking" Ms. Russell. Ms. Russell asked Danko to take her golfing sometime.

Theresa Houghton

Houghton states that she and Russell were good friends and socialized on occasion together. Houghton has concluded that Russell "twists things" and is generally an untruthful person. She feels that as soon as Russell started talking about college, all of a sudden people were harassing her. Two weeks after she went to an appointment at HCC, she began talking of going to the labor board because she thought she was being harassed.

Houghton saw Russell flirting with Jason and Josh. She wore inappropriate low rider pants to work and egged Tom Hadley on to feel the strap of the thong underwear she was wearing that was exposed by her low-cut pants.

Russell had a belly button ring that she often showed to others. She also brought pictures of herself in the bathtub to work, but Houghton is not sure if the guys saw these.

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11

Russell did not have a "just business" attitude. She talked about personal matters including:

- a wedding dress;
- Jason Doyle;
- her family problems;
- her mom's passing;
- her medical issues;
- arguments with her boyfriend; and
- a lack of sex from lack of time together with her boyfriend.

Houghton found Russell to be moody - oversensitive - easily offended - would pout about it until it was a big problem. Russell also had "gripes over nothing."

In her own experience, Houghton found Leduc responsive. She had no problem with him. Houghton offered to go with Russell to talk to Fran or Leduc about her allegations but Russell declined. Russell didn't want to talk to Dee Chartier about her allegations either. Houghton repeatedly urged her to resolve "problems" by talking to management about it.

Houghton believes that she has had no contact with Russell since she left because she told Russell she was not doing the right thing by making allegations of sexual harassment.

Jason Doyle

Doyle thought Russell nice, well-liked, and personable. The two had a friendly, working relationship. They talked on the phone outside work but did not socialize outside work.

Russell never complained to Doyle about Russ, Josh, Wayne or Debbie. She complained to Doyle once about Leduc who she claimed had yelled at her.

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12

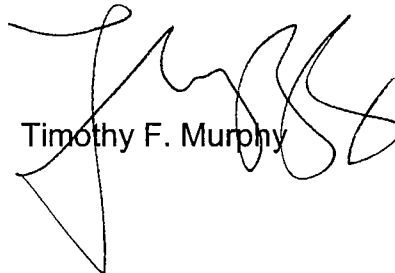
Debbie Day

Day said that while Russell complained about many things to her, she never complained about sexual harassment or about Russ. Day said that she also had no knowledge of the "bet" or "Sean" incidents.

Russell became "very emotional" when the disciplinary write-up was issued because she thought it bogus. At the conclusion of that meeting, however, Russell said that she had no problems with Day or Leduc.

Day also indicated that Russell wore tight fitting clothing to work. Day observed Russell often laughing and joking with co-workers.

Very truly yours,



Timothy F. Murphy

TFM:sjg

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Exhibit 3

Debbie Day - fairly well

They progressed could talk to 60

of time - 100s about 10, women; race

front desk -> where EL worked

complained more - treated badly by 60 - Josh

Wayne

- numerous times - 100s - 60-60

- about me

- 60 desk - customers

- don't appreciate it - no me

told I'd what Josh had said
 - then labelled as "daddy-take" per Debbie

- George suggested not making a big deal about it

- told GL of Josh's reaction - GL said he will
 take care of it - not sure if he talked to Josh

6/03 2 new people: Matt & ~~Frank~~ Saks - G
 front desk

Josh & George too

ER - Josh -> "why so bitchy?"

Not being bitchy

-> Crabby too

-> George, remind in... you put her in the mood
 - by advice @ ER's exposed

~~Frank~~

Why is my mood so far discussions

see see see just keep time off —

Service crew — long-standing problem.

Russell — followed around pretty far — follows —

Told George — ~~was~~ think it funny

Russell — scruffy — romantic interest in her
punch out

Russell: to leave — busy... go back to work.
as like

Nash — Timber wants to see you...

— On you don't

62

— cute... you should go out with him

→ Scott — by small

Study relationship
someone outside
of work

— no interest in me
@ work

2nd ()
- didn't leave desk although George was there
- didn't get the hint
- finally told Sean you have to leave

FR -> GL - Why didn't you do something

- gave "helping" look - but GL did nothing. Later we was wondering what for Sean was doing.
- No need to be in that side of the building (FR side)

Mid-March
2003

Sean
works @ CT store (up from)
Frank Roberts (son) @ front desk w/ Jason D. & another

↳ mechanic guy (Sean) - FR: what's car?
I had complained to GL about - FR responded
he

FR "I would have 'rented' you out" to keep him

- size of breasts; young

- Wayne -> sales "same thing" ->

~~overheard them~~

- how they were dressed
- "~~wanted to~~ do her"
- not ~~quite~~ about it
- no comments about male customers
- told them to stop it almost daily
- 5 or 6 a day
- rotating if they
- not supposed to have 2 sales people at front but happened often - 30 secs; syn down
- dash? Wayne did honor request
- told Gb not appropriate - I agree -

Wayne
Sexual exploits

After every weekend

Wayne: Came into drunk - slurring, & ...

Wayne - When

GL could corroborate drinking.

2x Told Debbie? GL is feel uncomfortable w/ Wayne
- miserable, mean, wife (after drinking)

GL: laugh, joined in ... bitch v. bitchy

→ overreacting, too sensitive

takes a lot to upset me, easy going, support myself

- Debbie said nothing so ER didn't think she would do anything
- didn't think there was anyone else they would talk to you
- Witnesses: other sales people not otherwise named
- Would tell me harm
- Sad, frustrated, disgusted
- hostile
- upset me - nervous, not some stress in it
- managed to get work done

Need to talk to Jason - ER's lawyer "harassing" him

7/28/03 Theresa Houghton Sales (Dad) 1/03

Have good friends - socialized on occasion

- different

- crush on Jason - leading him on - telling us another story

- engagement

- Flirty -

- she started white bet thing

- trusts things - unintentional

- not cool - what sorry about

- now told her

- "God dam" - not offended by everything else

- light flirty -> huss (not one) - made her feel uncomfortable -
huss: i said same thing to Theresa

- as soon as college talk - ~~people~~ people harassing her -
light

- appt to chk out HCC - 1-2 wks later - go to labor board -
I think I am being harassed - annoying her - G, J, B, H
(bet) incident

7/23/03 Interview w/ Frank Roberts

"Sean" allegation

R - want me to say something
R - say nothing to him - he is getting away

R - if you want the stalkers

Sean: not regarded as good - Frank didn't know him - met that morning for 1st time

Jim (C) division - oversee entire operation - since 1994

She knew if was getting at or before time that Frank learned it - told by Sean

Not a chat-chatter

Know Sean in meeting - ER brought up the incident

Frank comes to Astfield - 1 x per week - often has other now - but 3x a week from dog sales training

Got along well w/ - thought she was very good
- excellent w/ phone
- did job well
- talked w/ Channel 40 - got a plug

Russell gives me the cramps - a month before quit

FR - tell him to go away then (you are always talking to him)
- don't talk to him
- you must love Russell if you don't want to tell him to
- FR laughed - "yeah, right" - or something like it
Probably 1/2 sales team

Russell at desk a lot w/ ER

Now saw her out on shop talking w/ people

Always so nice to everyone

- did not seem to be overly sensitive
- Josh/Wyke - good at sales - not regular
 - everyone likes Josh
 - seemed like friends

Russell - ~~she~~ would engage him in small talk

Russell - standing there when FR said she must love you

FR - didn't seem like a big deal
FR - joking around

7/23/03 Interview w/ George Hedre:

dash incident: no idea - but \$1000.

Tom Haddy - witness for ER - rumors

↳ left on "not best of terms" - quit

8/03 "bitchy"

- complaining about rotten day
- didn't complain

dash → why are so so bitchy

ER → calling me a "bitch"

GL → (walking down hall) he didn't call you a bitch

ER → I had a rough day

GL → difference between "bitch" and "bitchy"

A couple of times - not feeling well - sent home.

Nw finally complained to me

GL - explained at outset: what sales people are like; be selective; only talk work with sales guys

- Don't allow congregation at desk (past problem)

1st 3 weeks (ER) having problem w/ type - getting sales people to respond - CS, etc

- then all of a sudden complaints stopped

Dress code:

- low cut pants
- low cut tops
- Dee made a comment to GL about dress
- she blew a gasket - can't tell me how to dress (hang)
- 1st mo. on job
- got very defensive
- tore down - but didn't last

CSI forms: GL: your job to make sales guys complete forms

ER came to sales meeting to reinforce
 3/03 { - fill out forms
 - respect for ER/im
 - don't congregate at desk

She never complained again - until write-up for time off incident (heard rumors of S.H. claim). Sunday A.M. mtg w/ Debbie present - "can't believe Carol would say that!" crying... too much to take... I was trying to help Carol

GL - How is everything at Pure going?

ER - Fine

GL - CSI / log sheets?

ER -

GL - Problems w/ me and Debbie

ER - Not you but others (stress me out)

ER - Don't want to be ostracized... this thought I was

a father take... so I don't bother

GL: If you don't come to my/c I can't help you
3 days before she "quit"

Physically documented - write-up (for it in file)

GL does say EL doesn't like me anyway - but people told
GL that she didn't like GL

Russell

- "heard" that Russell introduced self maybe asked her

Ember now complained to GL about Russell

GL did not tell ~~Russell~~ EL Russell cute... go out w/ him

"Sean" - met at gas station - heard her tell story - gives
me the "crap" - not sure if still working here
at time - GL "Sean who?"

I time Sean at desk - only employed weeks - didn't recognize Sean
employee
what's going on? - business related? Then Sean left -
only time GL saw him at desk

Racial jokes - not common - not overheard by GL - people scatter when GL walks up to desk - conversations came to quick halt

ER now complained about remarks about women

PL make them leave - ~~she~~ I will get them out of there

It's your responsibility to make people leave desk

Ritchy - trying to de-escalate situation - ER overreacted

Since ER gone: definitely working both sides working against middle

- C

- talked about her personal life

- ~~Theresa~~ confident

- didn't discuss personal issues w/ GL

GL - "issue", "unstable"

7/23/08 Interview Josh Fraser

2 1/2 - Sales - did not know ER

Good @ beginning - not good at end - turned 2 forces -

Overnight attitude changed - 'sexually harassing' rumors

- no contact
- stopped associating w/ her
- no ammunition

- Theresa told him about SA sent rumors

- with 1-2 wks of ER

- work long days - talk w/ each other

- up system - good personality - snappy w/ employees

- stopped waiting at front desk

- flirtatious

- Jason: has crush on me - stand close to me - talk to me -
Jason gets call - talk to my lawyer - said same thing to
Jason about Josh -

- other sys said she loves sex

- flirtatious

- whines my daily life - has me a few times

- purposely show cleavage
 - have me down your house - no I have a girlfriend
 - "Sweet and low" nickname
 - play along w/ it (Josh)
 - such a playa
 - once and a while talk to Wayne about women - couldn't have heard it - rare
-

Bitch v. Bitch

"snappy stage"

Stop being bitchy

ER went off

ER told GL that JF called her a bitch

Distance

Took real offense - not affected by GL's explanation

Unstable - m

Stay away from her afterward

Happy say - smile

She thinks everyone that talks to her is hitting on her.

Russell is gross - "Russ come on over" - harmless

If I wanted to I could - felt like she wanted me -
her say - got back to like her and then dog me (through
Theresa) - she confronted Josh about it - I don't
mind - I don't care - don't worry - put it past us
Did not hear that Ed upset by this

Ethnic jokes - ~~probably~~ incl. blacks

"Sean" - just heard the other day: gas station -
thought stalking her

Ed friendly, Wayne, Theresa, Jason

- no socializing outside of work -> Theresa went out
w/ her + friend

(22 yrs)

Tom Gundry / Theresa:

→ Friends 6/9 - incident in parking lot

He not her Debbie make racial jokes/remarks

3-5 x daily work @ up deck (5 min - 60 min)

→ depend on how busy

Not aware of the issue(s) w/ Wayne

Good on surface — relationship w/ GL

→ aware of send home for clothes

Dressed provocatively — not business

Show belly button ring at times — 4-5 times (sun for self)

Spent away alot — lives at boyfriend's mother's house while he was at school

90% of her talk not business

- ask to stay up

- daily hy in front of person

- 2 way conversations — does not carry conversation

Wayne is friendly w/ Josh - no talk of sexual conquests

Wayne used to drink a lot

Complained to Carol

→ Carol has tape of her crying

→ seemed to be over sensitive and emotional too

→ mother passed away, bad relationship w/ father - afraid to move out - did so while he was out

→ "unstable" - a lot of issues

Go out to the Endeavor - "sex" - ER said

He has told JF : plans to spend less time at "up" desk.
- did hang out up there - more than I should have

7/23/03 I-view w/ Russell

- Tech → 15-16 years

Did not know ER before

For the little I saw - socially friendly - didn't say much

During day would go to Ed's side for:

- keys for unit
 - see George
 - no need to
 - job: flat rate → no work no \$
- not even every day

Talk of nudes, pleasant conversations - she would ask w/e plans

- invite to parties
- never took Russ - no romantic interest in her

No fantasizing

Nur

Or out of my to say "hi"

Nur complained to Russell

Went she was having problems

Went out in an ambulance - fainting spell (medical problem)

No nasty jokes - not racial/ethnic

Nur saw her get upset

Seemed to punch out early occasionally

F. Roberts:

Watch out for that girl - she's single and got the
hots for you... - as passing by

Comments: Her and boyfriend: personal remarks

- Pictures in bathtub

- Complaining about boyfriend not reciprocating oral sex

Russell - didn't go out of his way to talk to her

Erin Wayne Danko - 1.5 yrs - Sales 25 yrs

Did not know beforehand

Caught on well - mostly later on - emotional - crying - criticism
got her upset

= temper tantrums

- have to be at desk when "up"

- her complaints - exact hrs: taking lunches; dress critique
did dress positively at first
- have to go by desk alot

Talked a lot - rambled - young for position

- not hit on

- not upset by things

- might it alot ~~say~~
- boyfriend good in bed - that's why I like him
- She complained that boyfriend would not go down on her

- got sick alot after work there a while - not sure why -

= might remark on appearances of women

- no sex talk though

= Nor noticed Russ "talking"

- Sean came in chit-chatting - seemed innocent to Wayne
 - mentioned that she felt uncomfortable - she didn't like him
 - ER complained to GL about it (Sean) Wayne was there at time - that's how he heard about gas station story

Didn't know her that well - ER take me getting somewhere

"Fuck this" (RB) I am going to find another job.

= not turned on by her (dash or Wayne)

- arguments w/ boyfriend
- rough sports - flirting
- call Jason after hours
- lack of say - lack of time

No 'just business' attitude

Maddy - overly sensitive - easily offended - would
put a bar in it until it was big problem

- gripes over nothing
- GL

- Theresa - finds GL responsive / no problem w/ George

- heard some comments - "fat, nothing about"

Timber - joked w/ T about bitching; ^{Ed was} sure that Josh
called a bitch and GL ~~agreed with it~~ said bitchy
different than bitch - not you are wrong

around when they called Kuss over to talk w/
ER (as joke b/c she disliked her)

No contact w/ ER since she left b/c TA told
her she was not doing the right thing

Belly button ring - > show it to JUNK (all the time)

Pictures in bathroom - bubbles - not same if guys saw them

7/23/02 I-view w/ Debbie Day ~~Sales~~ Mar 5/02

~~Sales~~ for 8 yrs before

did not know ER beforehand

- intimidated her for job

ER reported to both her & 6L

Great at beginning - started to change - eligible
for health ins.

- 90 day ~~into~~ into period

- medical problems

Abx not - mri, vaccines etc; ovarian cysts

- very important -> write up

- no racial/ethnic jokes she is aware of

Write-up

~~66~~ No problems w/ me & Debbie

-> thought it began coming up

Talked to Deb about medical problems - ovarian cysts

Carol had large but cured it.

[light shirts - FR]

- laugh and joke

- wanted to be part of group, belong
- emotional on mother's b-day/anniversary

Thought relationship was fine up to end

Nice, well-liked, personable... friendly

Friendly, working relationship

Talked on phone outside work

- not get-together

- not socializing outside work

- EL calling ~~ED~~ ID most of time

Complaints: Upset ^{angry} w/ Ed talking to her

- told Debbie about it - 2 weeks before EL left

Afterward she seemed unhappy w/ job

Sensitive b/c age ??

Emotional at person's anniversary of her mother
Seemed stable

No complaints about Josh, Debyne or Debbie

First learned of lawsuit - Coach - it was mentioned -
Ember - have not spoke lawyer and still hear that I
wouldn't because:

- don't agree with lawsuit

last 2 weeks - unhappy - I am to go to
school if financially possible - ~~don't~~ haven't spoken
for 10 days or so.

Mentioned yest about write up

Sales staff some times made mention of ^{physical} appearance

← She and Theresa said that a car was not
← called ~~her~~ Jason about boyfriend problems

[Belly button ring - not shown]

Exhibit 4



United States District Court

DISTRICT OF

Massachusetts

Ember Russell
v.

SUBPOENA IN A CIVIL CASE

CASE NUMBER:

04-CV-30031-KPN

TO:

Longview Recreational
Vehicles, Inc. et al.
Timothy Murphy

A TRUE COPY ATTEST:

1/31/05
DEPUTY SHERIFF HND. CTY.

☐ YOU ARE COMMANDED to appear in the United States District Court at the place, date, and time specified below to testify in the above case.

PLACE OF TESTIMONY

COURTROOM

DATE AND TIME

☒ YOU ARE COMMANDED to appear at the place, date, and time specified below to testify at the taking of a deposition in the above case.

PLACE OF DEPOSITION

Heider Feldman + McCormick PC
1145 Main ST, Ste 508

DATE AND TIME

February, 25, 2005 10a.m.

☐ YOU ARE COMMANDED to produce and permit inspection and copying of the following documents or objects at the place, date, and time specified below (list documents or objects):

PLACE

DATE AND TIME

☐ YOU ARE COMMANDED to permit inspection of the following premises at the date and time specified below.

PREMISES

DATE AND TIME

Any organization not a party to this suit that is subpoenaed for the taking of a deposition shall designate one or more officers, directors, or managing agents, or other persons who consent to testify on its behalf, and may set forth, for each person designated, the matters on which the person will testify. Federal Rules of Civil Procedure, 30(b)(6).

ISSUING OFFICER SIGNATURE AND TITLE (INDICATE IF ATTORNEY FOR PLAINTIFF OR DEFENDANT)

DATE

Suzanne Garrow atty for plaintiff

1/28/2005

ISSUING OFFICER'S NAME, ADDRESS AND PHONE NUMBER

Suzanne Garrow Heider, Feldman + McCormick PC 1145 Main ST, 508
413-788-7988

UNITED STATES DISTRICT COURT
DISTRICT OF MASSACHUSETTS

EMBER RUSSELL,

Plaintiff,

v.

LONG VIEW RECREATIONAL
VEHICLES, INC. AND LONG VIEW
RV SUPERSTORES,
Defendant.

CIVIL ACTION NO. 04-30031-KPN

RE NOTICE OF DEPOSITION OF TIMOTHY MURPHY

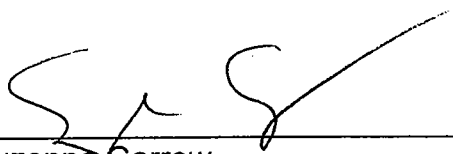
TO: Timothy Murphy
Skoler Abbott & Presser.
One Monarch Place
Springfield, Massachusetts 01144

Please take notice that commencing at **10 a.m. on Friday February 25, 2005 at the offices of Heisler, Feldman & McCormick, 1145 Main Street, Suite 508, Springfield, Massachusetts**, the plaintiff by her attorney, will take deposition upon oral examination of **Timothy Murphy** pursuant to the applicable Federal Rules of Civil Procedure before a notary public or before some other officer authorized by law to administer oaths. The examination will continue day to day until completed.

Dated: January 28, 2005

EMBER RUSSELL

By her attorney,

A handwritten signature in black ink, appearing to be 'Suzanne Garrow', written over a horizontal line.

Suzanne Garrow

BBO # 636548

Heisler, Feldman & McCormick

1145 Main Street, Suite 508

Springfield MA 01103

(413)788-7988

(413)788-7996 (fax)

CERTIFICATE OF SERVICE

I hereby certify that a true and accurate copy of the foregoing document was served by the Sheriff in hand on Timothy Murphy, Esq. on January 28, 2005.

A handwritten signature in black ink, appearing to be 'Suzanne Garrow', written over a horizontal line.
Suzanne Garrow



BANK OF WESTERN
MASSACHUSETTS
SPRINGFIELD, MASSACHUSETTS
53-248/118

111058

111058

1/28/2005

HAMPDEN COUNTY SHERIFF'S, INC.
1170 MAIN STREET P.O. BOX 5005
SPRINGFIELD, MA 01101-5005
(413) 732-5772

PAY TO THE
ORDER OF

TIMOTHY MURPHY

\$ *\$41.00*

TIMOTHY MURPHY
SKOLER ABBOTT & PRESSER
ONE MONARCH PLACE
SPRINGFIELD, MA 01103

Forty One and 00/100

DOLLARS

MEMO:

05003551

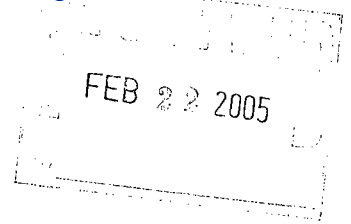
Witness Fee

Kathleen A. Anise

111058 011802488 0100101694

Exhibit 5

UNITED STATES DISTRICT COURT
DISTRICT OF MASSACHUSETTS



EMBER RUSSELL,

Plaintiff,

v.

LONG VIEW RECREATIONAL
VEHICLES, INC. AND LONG VIEW
RV SUPERSTORES,
Defendant.

CIVIL ACTION NO. 04-30031-KPN

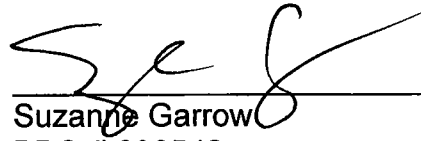
RENOTICE OF DEPOSITION OF TIMOTHY MURPHY

TO: Timothy Murphy
Skoler Abbott & Presser.
One Monarch Place
Springfield, Massachusetts 01144

Please take notice that commencing at **1 p.m. on Friday February 25, 2005 at the offices of Heisler, Feldman & McCormick, 1145 Main Street, Suite 508, Springfield, Massachusetts**, the plaintiff by her attorney, will take deposition upon oral examination of **Timothy Murphy** pursuant to the applicable Federal Rules of Civil Procedure before a notary public or before some other officer authorized by law to administer oaths. The examination will continue day to day until completed.

Dated: February 18, 2005

EMBER RUSSELL
By her attorney,

A handwritten signature in black ink, appearing to be 'Suzanne Garrow', written over a horizontal line.

Suzanne Garrow
BBO # 636548
Heisler, Feldman & McCormick
1145 Main Street, Suite 508
Springfield MA 01103
(413)788-7988
(413)788-7996 (fax)

CERTIFICATE OF SERVICE

I hereby certify that a true and accurate copy of the foregoing document was served by mail on Timothy Murphy, Esq. on February 18, 2005.

A handwritten signature in black ink, appearing to be 'Suzanne Garrow', written over a horizontal line.
Suzanne Garrow

Exhibit 6

WFO - 10/10/04

10/10/04

10/10/04

10/10/04

UNITED STATES DISTRICT COURT
DISTRICT OF MASSACHUSETTS

FEB 23 2005

EMBER RUSSELL,

Plaintiff,

v.

CIVIL ACTION NO. 04-30031-KPN

LONG VIEW RECREATIONAL
VEHICLES, INC. AND LONG VIEW
RV SUPERSTORES,
Defendant.

NOTICE OF DEPOSITION OF DENISE CHARTIER

TO: Timothy Murphy
Skoler Abbott & Presser.
One Monarch Place
Springfield, Massachusetts 01144

Please take notice that commencing at **3:45 p.m. on Monday February 28, 2005 at the offices of Heisler, Feldman & McCormick, 1145 Main Street, Suite 508, Springfield, Massachusetts**, the plaintiff by her attorney, will take deposition upon oral examination of **Denise Chartier** pursuant to the applicable Federal Rules of Civil Procedure before a notary public or before some other officer authorized by law to administer oaths. The examination will continue day to day until completed.

Dated: February 18, 2005

EMBER RUSSELL
By her attorney,



Suzanne Garrow
BBO #636548
Heisler, Feldman & McCormick
1145 Main Street, Suite 508
Springfield MA 01103
(413)788-7988
(413)788-7996 (fax)

CERTIFICATE OF SERVICE

I hereby certify that a true and accurate copy of the foregoing document was mailed via first class mail upon the attorney of record for the defendants on February 18, 2005.



Suzanne Garrow